

UNITED STATES COURT OF APPEALS
FOR THE SIXTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No.
v.	:	
	:	Board Case No.
PARAGON SYSTEMS, INC.	:	08-CA-184044
	:	
Respondent	:	

JUDGMENT ENFORCING AN ORDER OF THE
NATIONAL LABOR RELATIONS BOARD

Before:

This cause was submitted upon the application of the National Labor Relations Board for summary entry of a judgment against Respondent, Paragon Systems, Inc., its officers, agents, successors, and assigns, enforcing its order dated July 25, 2018, in Case No. 08-CA-184044, reported at 366 NLRB No. 139, and the Court having considered the same, it is hereby

ORDERED AND ADJUDGED by the Court that the Respondent, Paragon Systems, Inc., its officers, agents, successors, and assigns, shall abide by said order (see attached Order and Appendix).

ENTERED BY ORDER OF THE COURT

Clerk

NATIONAL LABOR RELATIONS BOARD

v.

PARAGON SYSTEMS, INC.

ORDER

Paragon Systems, Inc., Herndon, Virginia, its officers, agents, successors, and assigns, shall

1. Cease and desist from

- (a) Maintaining the following unlawful work rules in its employee handbook:

Rules for Personal Conduct, Major Offenses:

Rule 23: Using personal radios, television sets, computers, cell phones, cards, games, or other items at the facility that may result in distraction from duties.

Rule 26: Participation in any activity that would adversely affect the reputation of the clients.

Rule 28: Failure to demonstrate the highest standards of integrity, personal, and moral conduct expected from Security professionals.

Rules for Personal Conduct, Minor Offenses:

Rule 4: Disparaging Company's client, whether this occurs on or off company property/time; and

Rule 13: Engaging in personal work or activities while on duty.

- (b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.

- (a) To the extent it has not already done so, rescind Rules for Personal Conduct, Major Offenses, Rules 23, 26, and 28, and Rules for Personal Conduct, Minor Offenses, Rules 4 and 13.

- (b) Revise the employee handbook to delete the above unlawful rules and advise employees in writing that it has done so and that the unlawful rules will no longer be enforced.
- (c) Furnish all current employees with inserts for the employee handbook that (1) advise that the unlawful rules have been rescinded or (2) provide the language of lawful policies, or publish and distribute to all current employees a revised employee handbook that (1) does not contain the unlawful rules or (2) provides the language of lawful policies.
- (d) Within 14 days after service by the Region, post at its Cleveland, Ohio facility copies of the attached notice marked "Appendix." Copies of the notice, on forms provided by the Regional Director for Region 8, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. If the Respondent has gone out of business or closed the facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at any time since March 12, 2016.
- (e) Within 21 days after service by the Region, file with the Regional Director for Region 8 a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

APPENDIX

NOTICE TO EMPLOYEES

**POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES
COURT OF APPEALS ENFORCING AN ORDER OF THE
NATIONAL LABOR RELATIONS BOARD
An Agency of the United States Government**

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join, or assist a union

Choose representatives to bargain with us on your behalf

Act together with other employees for your benefit and protection

Choose not to engage in any of these protected activities.

WE WILL NOT maintain unlawful rules in our employee handbook.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL, to the extent we have not already done so, rescind the following unlawful rules as they appear in our employee handbook:

Rules for Personal Conduct, Major Offenses:

Rule 23: Using personal radios, television sets, computers, cell phones, cards, games, or other items at the facility that may result in distraction from duties.

Rule 26: Participation in any activity that would adversely affect the reputation of the clients.

Rule 28: Failure to demonstrate the highest standards of integrity, personal, and moral conduct expected from Security professionals.

Rules for Personal Conduct, Minor Offenses:

Rule 4: Disparaging Company's client, whether this occurs on or off company property/time; and

Rule 13: Engaging in personal work or activities while on duty.

WE WILL revise the employee handbook to delete the above unlawful rules, and WE WILL advise employees in writing that we have done so and that the unlawful rules

will no longer be enforced.

WE WILL furnish all current employees with inserts for the employee handbook that (1) advise that the unlawful rules have been rescinded or (2) provide the language of lawful policies, or publish and distribute to all current employees a revised employee handbook that (1) does not contain the unlawful rules or (2) provides the language of lawful policies.

PARAGON SYSTEMS, INC.

The Board's decision can be found at <https://www.nlrb.gov/case/08-CA-184044> or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

